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#### Contract Database Metadata Elements

Title: **Sand Lake, Town of and United Public Service Employees Union (UPSEU), (2006) (MOA)**

Employer Name: **Sand Lake, Town of**

Union: **United Public Service Employees Union (UPSEU)**

Effective Date: **01/01/06**

Expiration Date: **12/31/12**

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E BC/9479

**MEMORANDUM OF AGREEMENT**  
***by and between***  
**TOWN OF SAND LAKE**  
***and***  
**UNITED PUBLIC SERVICE EMPLOYEES UNION**

The parties hereto agree that the Collective Bargaining Agreement by and between the Town of Sand Lake and the United Public Service Employees Union covering the period January 1, 2006 through December 31, 2008 and all terms and conditions of employment set forth therein shall remain in full force and effect except as herein modified:

**ARTICLE 9 COMPENSATION**

Section 1 - Modify to read:

Effective January 1, 2009 - 3.25% salary increase

Effective January 1, 2010 - 3.25% salary increase

Effective January 1, 2011 - wage re-opener for the remaining two (2) years of the contract term.

Section 2 - Modify to read:

Effective January 1, 2009 - 25 years service - \$1,000

Modify to read: ---

Such payment is to be made in the first payday in December in each year.

**ARTICLE 10 WORKDAY/WORKWEEK**

Section 1 - Modify to read:

The regular work day shall be the hours of 7:00AM to 3:00PM.

Section 3 - Add the following language:

Each employee is responsible for punching their own time card according to the established rules of the Town. If any employees are discovered to be violating this section, they may be subject to disciplinary action.

**ARTICLE 12 MEALS AND REST BREAKS**

Modify second sentence to read:

Employees will be entitled to a fifteen (15) minute paid rest break in the morning and a forty-five (45) minute paid meal break which includes a thirty (30) minute paid lunch and the fifteen (15) minute paid afternoon break.

**ARTICLE 13 CALLBACK**

Add the following language:

Such call-backs shall be pursuant to the procedure defined in Article 11, Section 2.

**ARTICLE 14 LEAVES**

Section 1 - Modify A. second sentence to read:

Unused sick leave shall be accumulated up to a total not to exceed three hundred (300) days.

**ARTICLE 15 MEDICAL INSURANCE**

Section 9 - Increase premium amounts to \$800 for individual, \$1,050 for two (2) person and \$1,300 for family coverage.

Section 10 - Increase buyout amounts to \$2,000 for individual, \$2,400 for two (2) person and \$3,000 for family coverage.

**ARTICLE 19 UNIFORMS/WORK CLOTHES ALLOWANCE**

Section 2 - Modify second sentence to read:

The Town will reimburse an employee up to \$125 per year for the cost of safety boots.

**ARTICLE 20 PAYCHECKS**

Change second sentence to read:

Paychecks shall not be available for pickup prior to 11:30AM on the designated payday.

**ARTICLE 26 DURATION**

Modify to read:

This Agreement shall be effective as of January 1, 2009 and remain in effect until December 31, 2012.

This Memorandum of Agreement is subject to the approval of the Town of Sand Lake Town Board and the ratification by membership of the Union.

Each respective negotiating committee agrees to recommend the Memorandum of Agreement for approval and ratification.

FOR THE TOWN

Don Colwell

Don Albt

John Gasser

FOR THE UPSEU

Gary M. Hickey

John W. Carty

Bill Rohl

Michael Stenberg

Charles Wicks

DATE: 4/8/09

DATE: 3-25-09